

Unpublished
Side Letter Between
California Correctional Peace Officers Association (CCPOA)
And
State of California (Department of Personnel Administration)
Upon ratification by both parties in 2002 through July 2, 2006

Handwritten:
12/12/01
5:55P
P. [Signature]

The purpose of this side letter is to confirm the parties' intent with regard to Section 15.01 (A) (General Salary Increases) of the Unit 6 collective bargaining agreement in effect upon ratification by both parties in 2002 through July 2, 2006. It shall also constitute the "law enforcement comparative methodology" requiring mutual agreement by the parties as referenced in Section 15.01.

Intent

Section 15.01(A) is intended to preserve the relationship between the total compensation package for Units 5 and 6 which was in effect on June 30, 2001. The parties agree the pre-existing relationship to be maintained as a result of Section 15.01(A) is a total compensation package for Unit 6 which is \$666.00 less than the total compensation package received by Unit 5. (See Attachment #1 for items within package and comparison between units.)

Comparative Law Enforcement Methodology

The parties agree that Unit 5 shall be the basis for comparison when determining increases in total compensation for Unit 6. Application of this methodology shall preserve the difference between Units 5 and 6 as discussed above and depicted on Attachment #1.

Formula For 8.59% & Comparative Law Enforcement Increases

Attachment #2 is the formula that establishes the relationship between, and application of the 8.59% increase referenced in Section 15.01(A) and increases due as the result of the comparative law enforcement methodology.

Attachment #2 assumes (for the sole purpose of illustrating the formula) that the weighted average in total compensation for the local jurisdictions surveyed for purposes of determining total compensation increases for Unit 5 increases 4% annually.

Relationship Between Unit 5 and 6 Total Compensation Increases

Attachment #3 depicts how the increases described in Section 15.01(A) would be applied to preserve the pre-existing relationship between Units 5 and 6.

Attachment #3 assumes (for the sole purpose of illustrating application of Section 15.01(A)) that the weighted average in total compensation for the local jurisdictions surveyed for purposes of determining total compensation increases for Unit 5 increases 4% annually.

Binding Effect of Unit 5 MOU

CCPOA acknowledges and agrees that interpretation and application of the Unit 5 collective bargaining agreement, and side letters thereto, may not be grieved, arbitrated or otherwise enforced by Unit 6 in any forum, administrative or judicial.

Sample - Unit 5 and 6 Total Compensation Comparison Assuming 4% Local Increases Keeping \$666 Difference

BASE CALCULATION				
	7/1/99 to 7/2/01		7/1/99 to 7/2/01	
Pay	CCPOA Item	CCPOA	CAHP Item	CAHP
Base	\$4,574	4,574	\$4,487	4,487
Physical Fitness Pay	0-5 years \$0		0-5 years \$65	
	5+ years \$100	100	5+ years \$130	130
Senior Pay	17-18 years 1%		18 years 2%	
	19 years 2%		19 years 3%	
	20 years 3%		20 years 4%	
	21 years 4%		21 years 5%	
	22,23,24 years 5%		22 years 6%	
	25 years 7%	320	25 years 8%	359
Educational Pay	AA \$100			
	BA \$100		AA/Int Post \$120 or 2.5%	
	MA \$100	100	BA/ADV Post \$240 or 5%	224
Employee Contribution	10% over \$863	(371)	0 (8% pick-up by State)	
POFF II	Er pays 2% base pay	91		
Lunch Break			6.25%	280
Patrol Bonuses	0		0	
SUBTOTAL		5,115	5,066	5,115
			CCPOA diff from CAHP	

SAMPLE DEMONSTRATION OF FORMULA APPLIED

% INCR. SCH TO REACH PARITY	FISCAL YEAR	TOTAL COMP.	% INCREASE	LOCAL TOTAL COMP.	ASSUMING LOCAL % INCREASE	TOTAL DIFFERENCE
0.00%	2001	\$ 1,000	0.00%	\$ 1,086		8.59%
0.00%	2002	\$ 1,000	0.00%	\$ 1,129	4.00%	12.93%
45.00%	2003	\$ 1,058	5.82%	\$ 1,175	4.00%	10.99%
65.00%	2004	\$ 1,134	7.14%	\$ 1,221	4.00%	7.74%
95.00%	2005	\$ 1,217	7.35%	\$ 1,270	4.00%	4.38%
100.00%	2006	\$ 1,321	8.55%	\$ 1,321	4.00%	0.00%

Att. #2

**Sample - Unit 5 and 6 Total Compensation Comparison Assuming 4% Local Increase
Keeping \$666 Difference**

	Base		Base	
Pay	CCPOA	CCPOA	CAHP	CAHP
Base	\$4,574	4,574	\$4,487	4,487
Physical Fitness Pay	0-5 years \$0 5+ years \$100		0-5 years \$65 5+ years \$130	
Senior Pay	17-18 years 1%		18 years 2%	
	19 years 2%		19 years 3%	
	20 years 3%		20 years 4%	
	21 years 4%		21 years 5%	
	22,23,24 years 5%		22 years 6%	
	25 years 7%	320	25 years 8%	359
Educational Pay	AA \$100			
	BA \$100		AA/Int Post \$120 or 2.5%	
	MA \$100	100	BA/ADV Post \$240 or 5%	224
Employee Contribution	10% over \$863	(371)	0 (8% pick up by State)	
POFF II	Er pays 2% base pay	91		
Lunch Break			6.25%	280
Patrol Bonuses	0		0	
SUBTOTAL		4,815	666	5,481

2003-04				
	2003-04 Potential GSI	3.53%	2003-04	4.88%
Pay	CCPOA	CCPOA	CAHP	CAHP
Base	\$4,574	4,736	\$4,487	4,706
Physical Fitness Pay	0-5 years \$0 5+ years \$100		0-5 years \$65 5+ years \$130	
Senior Pay	18 years 2%		18 years 2%	
	19 years 3%		19 years 3%	
	20 years 4%		20 years 4%	
	21 years 5%		21 years 5%	
	22 years 6%		22 years 6%	
	25 years 8%	379	25 years 8%	376
Educational Pay	AA 2.2%	104	BA/ADV Post \$240 or 5%	235
Employee Contribution	10% over \$863	(387)	0 (8% pick up by State)	
Retirement Relief	2% over \$863	77	1.5 % over \$863	58
POFF II	Er pays 2% base pay	95		
Lunch Break			6.25%	294
Patrol Bonuses	0		0	
Total Compensation		6,184	666	6,800
Prior total compensation \$5.1%	\$4,815	6.83%	\$5,481	6.82%
CCPOA/GHP		88.51%		

**Sample - Unit 5 and 6 Total Compensation Comparison Assuming 4% Local Increase
Keeping \$666 Difference**

2004-05				
	2004-05 Potential GSI	8.39%	2004-05	7.29%
Pay	CCPOA	CCPOA	CAHP	CAHP
Base	\$4,736	5,133	\$4,706	5,049
Physical Fitness Pay	0-5 years \$0		0-5 years \$65	
	5+ years \$100	130	5+ years \$130	130
	18 years 2%		18 years 2%	
	19 years 3%		19 years 3%	
	20 years 4%		20 years 4%	
	21 years 5%		21 years 5%	
	22 years 6%		22 years 6%	
	25 years 8%	411	25 years 8%	404
Senior Pay				
Educational Pay	AA 2.2%	113	BA/ADV Post \$240 or 5%	252
Employee Contribution	10% over \$863	(427)	0 (8% pick up by State)	
Retirement Relief	2% over \$863	85	1.5 % over \$863	63
POFF II	Er pays 2% base pay	103		
Lunch Break			6.25%	316
Patrol Bonuses	0		0	
Total Compensation		5,548	666	6,214
Prior total compensation \$\$/%	\$5,134	8.07%	\$5,800	7.14%
CCPOA/CHP		89.28%		

2005-06				
	2005-06 Potential GSI	8.54%	2005-06	7.49%
Pay	CCPOA	CCPOA	CAHP	CAHP
Base	\$5,133	5,571	\$5,049	5,427
Physical Fitness Pay	0-5 years \$0		0-5 years \$65	
	5+ years \$100	180	5+ years \$130	130
	18 years 2%		18 years 2%	
	19 years 3%		19 years 3%	
	20 years 4%		20 years 4%	
	21 years 5%		21 years 5%	
	22 years 6%		22 years 6%	
	25 years 8%	446	25 years 8%	434
Senior Pay				
Educational Pay	AA 2.2%	123	BA/ADV Post \$240 or 5%	271
Employee Contribution	10% over \$863	(471)	0 (8% pick up by State)	
Retirement Relief	2% over \$863	94	1.5 % over \$863	68
POFF II	Er pays 2% base pay	111		
Lunch Break			6.25%	339
Patrol Bonuses	0		0	
Total Compensation		6,004	866	6,871
Prior total compensation \$\$/%	\$5,548	8.23%	\$6,214	7.95%
CCPOA/CHP		90.01%		

Att #3

**Sample - Unit 5 and 6 Total Compensation Comparison Assuming 4% Local Increase
Keeping \$666 Difference**

2006-07				
	2006-07 Potential GSI	9.82%	2006-07	8.70%
Pay	CCPOA	CCPOA	CAHP	CAHP
Base	\$5,571	6,119	\$5,427	5,900
Physical Fitness Pay	0-5 years \$0		0-5 years \$65	
	6+ years \$100	130	6+ years \$130	130
Senior Pay	18 years 2%		18 years 2%	
	19 years 3%		19 years 3%	
	20 years 4%		20 years 4%	
	21 years 5%		21 years 5%	
	22 years 6%		22 years 6%	
	25 years 8%	489	25 years 8%	472
Educational Pay	AA 2.2%	135	BA/ADV Post \$240 or 5%	285
Employee Contribution	10% over \$863	(526)	0 (8% pick up by State)	
Retirement Relief	2% over \$863	105	1.5 % over \$863	76
POFF II	Er pays 2% base pay	122		
Lunch Break			6.25%	369
Patrol Bonuses	0		0	
Total Compensation		6,575	666	7,241
Prior total compensation \$\$/%	\$6,004	9.50%	\$6,671	8.55%
CCPOA/GHP		90.80%		